

Job/Role Title	Performance, Learning & Impact Senior Advisor
Division	MA Support & Development
Grade	F
Location	Nairobi, Kenya or Abidjan, Côte d'Ivoire
Reporting to	MA Support & Development Director
Date	April 2023

Background

The International Planned Parenthood Federation (IPPF) is a global sexual and reproductive health (SRH) service provider and one of the leading advocates for universal access to sexual and reproductive health and rights (SRHR) for all. IPPF is a worldwide movement of 120 national organizations, referred to as Member Associations, working with and for communities and individuals. These member associations are the leading civil society providers of contraception in 89 of 120 countries. And in 64 of those 89 countries, IPPF is the only largescale international provider. Collectively, member associations delivered more than 1 billion cumulative services between 2016 and 2022.

Headquartered in Nairobi, Kenya, the overarching goal of [IPPF Africa Region](#) (IPPFAR) is to increase access to SRHR services to the most vulnerable youth, men, and women in sub-Saharan Africa. To reach this goal, IPPFAR works with local civil-society organizations, governments, the African Union (AU), regional economic commissions (RECs), the United Nations, among others, to expand political and financial commitments to SRHR in Africa. IPPFAR tackles the continent's growing SRH challenges through a network of Member Associations (MAs), strategic partners and volunteers in 42 countries. For more information, please read our 2022 profile (in English and French) [here](#).

Role Purpose:

To post holder will oversee and develop the utilization of targeted performance metrics and build/drive a culture of learning to deliver maximum impact working across the Region and as part of the Global Performance, Learning & Impact team. They will optimize knowledge sharing by designing and delivering a knowledge management infrastructure for IPPFAR and MAs that can capture, store and share best practices from strategic initiatives, projects, as well as other works as/when appropriate.

Role deliverables:

- **Implement and improve the IPPF Monitoring & Evaluation framework and systems** for collecting, tracking, analyzing and reporting the progress of activities against organizational and project targets and outcomes.
- Advising and supporting IPPF Member Associations focal points (Architects of Cooperation – AoCs), Contract Managers and External Relations colleagues on monitoring, evaluation and key result areas.
- **Match data with narratives and stories to better illustrate impact.** The post holder will work with the IPPFAR communications team to develop knowledge products including technical and programme and policy briefs, impact stories, and multimedia products. They will also lead the development of compelling advocacy-focused funding proposals to ensure sustained financing for IPPFAR and MA programmes, in close collaboration with the resource mobilization team.
- **Support the monitoring and evaluation planning and implementation of projects** (including complex, multi-country, large donor-funded projects) implemented by IPPFAR and/or IPPD MAs in the region.
- Advising and working with AoCs on supporting MAs to **strengthen M&E systems and data quality**.
- Networking with Global PL&I team to develop the function.
- Adhere to the safeguarding reporting and monitoring requirements of this role.

Management responsibility:

Supervision of one Performance, Learning and Impact Advisor and one Data Analyst.

Role Deliverables:

- Oversee the generation and analysis of regional data and evidence as part of IPPF Strategic Results Framework.
- Devise and advise on effective and efficient monitoring and evaluation tools, frameworks, processes, systems and training.
- Oversee data quality assurance ensuring performance and evaluation data is tracked, current, cleansed, accurate and consistent for reporting and decision-making purposes.
- Advise colleagues, stakeholders and partners on new approaches/practices within the PL&I field, incorporating these into the implementation of corrective actions that address data weaknesses.
- Lead/commission qualitative research that optimizes progress, knowledge sharing and leading-edge thinking.
- Adapt global tools and frameworks based on continuous feedback, changes in data methodologies and general sectoral advancements.
- Build networks with regional interlocutors to drive a culture of continuous learning.
- Evolve & optimise data analysis to Secretariat and Member Associations to enhance programming and decision making.
- Support and enable a safe environment, adhering to the safeguarding reporting and monitoring requirements of this role.

Key Skills/Expertise:

- **Master's degree in Public Health, Statistics, Economics, or related degree**
- **Significant experience in public health programming in West Africa.**
- **Reporting, analysis and health information management.** Track record of excellent M&E implementation at regional or national level in a programmatic and development sector setting. Expert-level knowledge of FP indicators, monitoring performance and impact measurement for FP service delivery and contraceptive security preferred. Evidence of developing and using digital tools and systems to enable effective performance tracking, evaluation and knowledge sharing.
- **Excellent writing and presentation skills with evidence of coherent, evidence-based reporting.** Experience drafting or leading the development of knowledge products (case studies, infographics, quantitative and analytical reports, evidence-based project proposals, etc).
- Facilitation and Training skills with evidence of intervention design and development (i.e.: action centered learning practitioner).
- Evidence of embedding standards and performance measures delivering tangible improvements to benefit impact and performance.
- High level of organisational skills, planning and time-management with the ability to adapt to changing needs.
- Evidence of coordinating and managing people and teams well to create a learning environment. Pro-active, collaborative, develops strong professional networks and able to adapt/work with people from different cultures and backgrounds.
- Excellent IT skills.
- Role models safeguarding, anti-racism and no discrimination and acts with integrity.
- Demonstrate an understanding of and commitment to safeguarding in a local and international context.
- Demonstrates ability and willingness to work in a diverse, multicultural, multilingual and intergenerational environment that is anti-racist and respectful of others.
- An intersectional (pro) feminist passionate about sexual reproductive health care rights + justice.
- Supportive of people's rights regardless of sexuality or gender identity/expression and supportive of worker's rights and access to health care in sex work.
- Fluency in French and English is essential, good command of Portuguese is an asset

Competencies:

- **PROFESSIONALISM:** Knowledge of (related field). Demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work.
- **TEAMWORK:** Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.
- **PLANNING & ORGANIZING:** Develops clear goals that are consistent with agreed strategies; identifies priority activities and assignments; adjusts priorities as required; allocates appropriate amount of time and resources for completing work; foresees risks and allows for contingencies when planning; monitors and adjusts plans and actions as necessary; uses time efficiently.
- **COMMUNICATION:** Speaks and writes clearly and effectively; listens to others, correctly interprets messages from others and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style and format to match audience; demonstrates openness in sharing information and keeping people informed.

Interested individuals should submit an application form in the [IPPFARO CV](#) form and a 1-page cover letter to: hroffice@ippfaro.org with the job position you are applying for as the subject of the email by **9 May 2023**. **Please note that IPPFAR will not consider applications that are not done in the requested format.**

IPPF is an equal-opportunity employer. As a leading global human rights organization focused on equality, empowerment, ending discrimination, and poverty eradication, we internally reflect social justice principles. We, as IPPF, strongly oppose racism in all its forms and resolutely go for a cultural change that will shift the existing imbalances in power and process.

Applications are particularly encouraged from women, persons living with disability, and candidates openly living with HIV.

IPPF is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers, contractors and partners to share this commitment. Anyone employed with IPPF agrees to sign and adhere to IPPF's Code of Conduct and Safeguarding (Children and Vulnerable Adults) Policy.

IPPF has been made aware of various fraudulent vacancy announcements circulated via e-mail from websites falsely stating that they are issued by or in association with IPPF. These correspondences, which may seek to obtain money from the recipients of such correspondence are fraudulent and IPPF does not charge a fee at any stage of the recruitment process (application, interview, meeting, processing, training or any other fees).

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